



DEPARTMENT OF WATER RESOURCES
EXAMINATION ANNOUNCEMENT



The Department of Water Resources offers Equal Opportunity for all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

It is an objective of the State of California to achieve a drug-free State workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service and the special trust placed in public servants.

ASSOCIATE LAND AND WATER USE SCIENTIST
OPEN/NON-PROMOTIONAL

FINAL FILING DATE	MAY 18, 2011 Application forms (STD 678) must be POSTMARKED no later than the final filing date. Applications postmarked, personally delivered, or received via interoffice mail after the final filing date will not be accepted for any reason. FAXED OR E-MAILED APPLICATIONS WILL NOT BE ACCEPTED.
WHO SHOULD APPLY	This is an open/non-promotional examination. Applications will not be accepted on a promotional basis.
HOW TO APPLY	Examination Applications (Form STD 678 Rev. 6/2010) may be mailed, submitted in person, or online: ❖ APPLY ONLINE: To access the electronic bulletin, go to: (http://jobs.ca.gov/CASPB/sup/BulPreview.asp?R1=115699&R2=00103083&R3=1wr13d) Click on the Apply Online link at the bottom of the bulletin. If you are a new user, you will need to create a profile. If you have already created a profile, click on the "registered previously" button and follow the instructions to submit an application. MAILING ADDRESS: Department of Water Resources P.O. Box 942836 Sacramento, CA 94236-0001 FILE IN PERSON: Department of Water Resources 1416 9th Street, Room 320 Sacramento, CA 95814 DO NOT SEND APPLICATIONS TO THE STATE PERSONNEL BOARD OR DEPARTMENT OF WATER RESOURCES' FIELD OFFICES. Applications are available at Department of Water Resources' (DWR) offices, the DWR website: www.water.ca.gov/jobs/currentexams.cfm , local office of the Employment Development Department, the State Personnel Board (SPB), and the SPB website: www.spb.ca.gov/jobs
IDENTIFICATION REQUIRED	Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Question 2 of the "Application for Examination". You will be contacted to make specific arrangements.
SALARY RANGE	\$4730 - \$5711
ELIGIBLE LIST INFORMATION	An open/non-promotional eligible list will be established for the Department of Water Resources. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.
EXAMINATION DATES	The examination will consist of a Qualifications Appraisal Interview. It is anticipated interviews will be held during June/July 2011.
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	NOTE: All applicants must meet the minimum qualifications for this examination by the final filing date, May 18, 2011. Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement. Education: Possession of a bachelor's or advanced degree from a recognized institution with a major in one of the following academic areas is required: water science, soil science, irrigation, hydrology, agronomy, natural resource science, physical geography, or a closely related scientific discipline. and Either I Two years of experience in the California state service performing the duties of a Land and Water Use Scientist, Range B. Or II Three years of experience in soils and land classification, water use, land use, water conservation, and water recycling studies, two years of which shall have been equivalent in responsibility to a Land and Water Use Scientist, Range B, in the California state service, and one year of which must have been in field work. A master's degree in a major listed above may be substituted for one year of the required nonfield experience.
POSITION DESCRIPTION	This is the full journey level. Incumbents perform a variety of tasks including the more responsible, varied, and complex assignments. Work at this level is often characterized by independent development and use of techniques and methodologies. Under general supervision, incumbents perform complex agricultural, urban, and other land and water use analysis, research, surveys, investigations, and studies. Tasks include assisting in the development of procedures and participating in complex studies for the determination of current agricultural and urban land and water uses, efficiencies, irrigation system operations, or impacts of quality on water requirements; potential uses of recycled water or water of poor quality; physical characteristics of soils, drainage and salinity, and plant-water-soil relationships. Incumbents will assist local agencies in the development and implementation of agricultural and urban water uses; conduct workshops on water demand management techniques; assist in the development of local, regional, or statewide water management plans; collect and analyze data for the determination of nonpoint source pollution and protection of water quality. Incumbents write final reports; prepare routine and nonroutine correspondence and answer difficult questions from the public; and do other related work. Incumbents may provide consultative advice to management and other governmental entities and agencies, and may be assigned lead responsibility for a specific project. <i>Positions exist statewide with the Department of Water Resources.</i>

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

EXAMINATION INFORMATION	This examination will consist of a Qualifications Appraisal Interview – Weighted 100.00% . In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained. COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.
SCOPE OF EXAMINATION	<p style="text-align: center;">Qualifications Appraisal Interview – Weighted 100.00%</p> <p>In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:</p> <p>A. Knowledge of:</p> <ol style="list-style-type: none">1. Principles of soil and irrigation sciences related to irrigation and land and water use.2. Methods used in mapping of agricultural and urban land uses and classification of soils.3. California crops and crop ecology, both dry-farmed and irrigated.4. The effect of soil and other aspects of the land resource on land use practices.5. Soil surveys conducted by federal and other agencies.6. Basic soil-plant-water relationships.7. Urban landscape plants and native vegetation.8. Soil and water quality principles.9. Agricultural, and urban water use, recycling, and conservation.10. Non-conventional water sources, supply, production and use (water desalination and water recycling).11. Evaporation, evapotranspiration (ET), ET of applied water, and consumptive use.12. Soil salinity, texture, moisture, infiltration, and drainage problems.13. Return flow relationships between water use and water quality.14. Adaptability of various soils for irrigated crops.15. Suitability of land resources for agricultural, urban, environmental or other water using developments.16. Theory and practice of field crop production and soil management.17. Digital land use, and land and water use resources.18. Geographic Information Systems (GIS), data analysis and management, and other analytical software applications.19. Agricultural and urban water conservation program impacts and implementation strategies.20. Water and energy relationship. <p>B. Ability to:</p> <ol style="list-style-type: none">1. Conduct soil and water tests.2. Collect data and prepare reports on field observations.3. Prepare maps and interpret aerial photographs.4. Establish and maintain cooperative relations with those contacted in the course of the work.5. Plan and make land and water use surveys.6. Prepare correspondence and reports.7. Interpret topographic maps.8. Map, classify, and digitize soils, urban and agricultural land uses, and other natural resources.9. Assist in the collection of data and preparation of reports on field surveys of land and water use and conservation practices.10. Estimate the water requirements for various agricultural, urban, and environmental uses.11. Act as leadperson on technical assignments.12. Assist in the planning and implementation of investigations and studies to collect and analyze agricultural, urban, and other land and water use and water recycling data, reach sound conclusions, and make recommendations.13. Apply or adapt scientific methods and principles.14. Analyze situations and recommend appropriate actions.15. Assist in the direction of work of others in the field.16. Prepare clear, complete, and technically accurate reports.17. Communicate effectively.18. Make oral presentations.19. Review agricultural, and urban water management plans.
CAREER CREDITS/ VETERANS PREFERENCE	Career Credits will be granted in this examination. Veterans Preference Credit will not be granted in this examination as it does not qualify as an entrance examination under law.

GENERAL INFORMATION

The Department of Water Resources reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

For any examination without a written feature it is the candidate's responsibility to contact the Selection Services Section of the Department of Water Resources, (916) 653-4838 three weeks after the final filing date if he/she has not received a progress notice.

Applications are available at Department of Water Resources' offices, local office of the Employment Development Department, the State Personnel Board, and the SPB web site: www.spb.ca.gov.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the requirements for admittance to the examination does not assure a place on the eligible list. Your performance in the examination described on this bulletin is compared to established rating criteria. All candidates who pass will be ranked according to their scores and placed on the eligible list.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

If a candidate's notice of oral interview fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate lists in order of final test scores (except as modified by veterans preference credits) regardless of the date of the test, and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

Devices for Communications Impairment
TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device. TDD: (916) 653-1804; California Relay Service: 1-800-735-2929 (TDD); 1-800-735-2922 (Voice)

For information regarding this examination, please contact Brandon Littlejohn at (916) 653-7109.